

PARTNERSHIP COUNCIL MEETING

MINUTES 3 October 2002

1. **Attendees:**

Emery Fountain	LeRoy Scott		
Pete Barger	Mike Boyd	Tracy Ishham	Dave Mathinson
Butch Bond	Jack Musgrove	Tony Gunion	Gary Blough

Guests: Robert Pierce Bill Carter Joe Merkle **Reporter:** Donna Kendall
2. **Meeting Called to Order:** 3 October 2002, 1010hrs. at CSMS, Norman, Oklahoma
3. **Co-Chairman:** LTC Emery Fountain
4. **Old Business:**
 - a. LTC Fountain reviewed Partnership Agreement dated 3 October 2000. Agreed by attendees that membership needs updated. Further discussion held regarding the status of current negotiated contract and the need to calendar meetings. Continue review of Partnership Agreement LTC Fountain added "What is neat about this committee, we come in and we for the most part set aside rank and know who we are—we are all mature individuals and we are always professional. Here our goal is to do what is best. We are completely honest 'in doing what's best for the organization' is the atmosphere we operate." The number of member is to be equal. The term of the members was for continuity, we lost one member during the negotiations, but that time was lost. Since then everyone has been busy with JRTC and mobilizations, we may not etch in stone the arrangements during this meeting. Ours must be an atmosphere of trust. Neither side has refused a recommendation. #6 is by consensus. It's easier to get things done if we are together. I want that emphasis not to change. LeRoy Scott comments that, we need to get back on track and have meetings. Motion made to adopt Partnership Agreement dated 3 October 2000 subject to establishing membership. **By next meeting, we set members and get on AG's calendar for signature and photo shoot.** Motion passed.
 - b. LeRoy Scott notices to add Mr. Gary Blough and Mr. Tomas A. Gunion of CSMS as members pursuant to letter dated 1 October 2002. Question as to whether 6 or 7 members of each side. Management has 6 but can go 7 or membership chair plus 6, we will talk with LTC Pierce and Col Self and have bottom line by next meeting. Members agree to allow Butch Bond to extend his membership. **By January, we will have solid membership list consisting of co-chair, 3 surface, and 3 air** just as it has been done in the past. LTC Fountain nominates Jack Musgrove as an aviation representative for the next 6 months. LeRoy Scott moves that remaining labor team members continue to serve on committee.
 - c. Continue discussion as to negotiated contract. Bill Carter stated originally, there were four articles to be amended we have one more article left. DOD will not approve payment for expenses when scheduled leave is cancelled and there are court cases on this issue. Final printing will be done as soon as this article is worded.
 - d. Review of old business from last meeting held July 2001. Pre-employment physical. LTC Fountain, "I don't know where we are on periodic physicals. Mathison-Tinker has evaluated me, but I haven't had a rotation hearing screen, but everyone that moved were alright. Joe Merkle states he knows of one that due to change has had problems. LeRoy-Old base line used guard physical and that cannot be used. Everyone should have base line physicals. Most of our employees are wrench turners and SF 93 we have no issues with that. McAlester has had problems and cannot take any new physicals. We are looking at possibility of Tinker field. Those using McAlester will continue. Ft Sill will not take any more. Blough-In 21 years I had 1 eye exam, 1 hearing with the military and that's 11 or 12 years with the military. I thought that everyone working was checked. I didn't get hearing tested. Mathison will check on this issue. When you change job you get a different physical. Scott-What do we use for a base line? Bond-If you didn't get a baseline, we can't go back, the horse is gone. If we do a physical-periodic-and we are going to look at what he does. Baseline was a policy for individual to show if hearing loss was our fault, your fault. If we give a physical that says you're healthy-I'm happy. If you have in your records that you have a physical -You're good to go. Getting management to accept that it was a requirement was the thing. If you change jobs, you may need a physical. This issue is resolved except case-by-case. Merkle-We have a lot of temps required to take physicals, they've slipped through the crack. We will in process

on 7th and on contingency that they take and pass physical. Will work on policy for 30-day temporary hire. If a hazard exists, it can be evaluated case-by-case. LTC Fountain-We got this done, now its up to management to see that we get people done and Labor's job to ensure management doesn't lose focus on this issue. No further action is required.

- e. AASF Tulsa interest in the partnership process is moot until workforce is back from deployment.
- f. Web Site. This issue tabled until Mr. Peters return.
- g. CH-47 high work platform. Tulsa and Lexington have stands. Once delivery on Chinook at end of December, this requirement is met.
- h. Technician safety boots. The uniform PPE have been taken care of via contract. Ishham-We have some people that can't wear the boots, Larry Nick of OMS #13 for example. Bond will take care of this specific case. (**Further Action** : None)
- i. Automatic defibrillator Everyone outside reasonable EMS response time would get defibrillator. RAID is within 2 miles of EMS and C-23 has EMS on ground. If you have need, you should have one and we are updating training. Yearly re-certification is required and scheduled for February. Merkle-we are going to attempt to AD/CPR train every full time employee and recertify either annually or semi-annual for TY 04. This is backed by the Chief of Staff.
- j. TPR 100 has been re-written. (**Further Action** : None)

5. **New Business**

Mr. Scott brought to the attention of council after last contract negotiation, COL O'Donnell, Mr. Carter, Mr. Peters and he discussed this matter. O'Donnell said give it until April, then he was told to give it until new supervisor was in place. We had talked with Washington D.C. reps and they said Technicians are not to mow the grass. We are talking about technicians not doing things they are trained to do. I offer up for discussion. I don't know if it's a management issue. There is nothing wrong with people cleaning and maintaining their area. If we can't resolve this at partnership counsel. Bond-We are working with SRM, but keep in mind we get x number of positions at x amount of pay. If pushed, it will come to ok who do you want to down grade as a maintenance-lawn mowing. Scott-I think the problem that this a partnership thing. When labor is working the yard and management is not working. Some don't want to mow and some love to mow. It's a rotating schedule. Fountain—I see what LeRoy is saying. I'm not comfortable to make an analogy of your situation. We (AASF) have maintenance people who don't believe it's their job to mow. Everyone takes care of his or her area. If this is a CSMS problem, then you should first resolve it here. If it doesn't get resolved, we could bring it to council. It helps if we beat the drum. OMD has custodial positions. Someone has to plead case when the state develops their budget, but that's just me. Do we want to take this on? Do we want to question federal technician doing something not on PD? Do we want to try to get more state funds for custodial personnel? I offer that up. Which way do you want to go? Bond-CSMS has gotten estimates from yard mowing companies. LeRoy-Put yourself in my place—no suspense date. Fountain-If it's a thing here (CSMS), partnership is not in a grievance resolver position. If we come up with some type of agreement, that would be more of a partnership issue. Bond-What is the bottom line. Scott-Untrained people should now mow grass. Fountain-We have to know what the target is. Blough-Lack of communication and some of what is being done. Everyone has state employees. Fountain-We must identify the issue. We need something to take hold of. The problem existed in 1974 and it exists now. Does labor and management have a problem at CSMS? Bond moves to strike this whole issue and have one-on-one conversation on this issue and define it. Scott believes the issue is defined. Fountain-Can you make management give up its right to take authority to assign chores? Ishham-If you have people who like it have them mow. Bond-This causes more problem because then you're paying a WG-10 to mow the grass. Arnold has three bids for grass mowing contract going. Fountain-I recognize that management has not provided formal response to labor as to federal technicians performing interior janitorial and exterior maintenance. This issue is given to a sub-committee (Bond, Scott, Carter) to be reported by next meeting. Recommendation based on case law or approach state to get personnel. I don't see where this is a partnership council matter and without a defined issue partnership cannot do anything. This is the first I've heard of this issue.

Scott-They changed the way time is reported and I want to put it in the minutes. It's a new way in showing our hours. Could this be used on disciplinary action if guy puts time in but national says it should take x number of hours? Fountain-Take some time to see how the system works. Mathison-I knew there would be some concern. Although NGB has access, they have to go through me to get to the guy. What happened was AAA's records looked like we were not doing as much productivity at MATES, UTES and CSMS. Production control inputs information. Blough-Our adding this is not evaluating an individual, maybe Oklahoma against standard. Fountain-Any action on council's part? Blough iterated concern. It would take 1-2 years to get going on this to get the picture. Gunion-What is NGB's guidelines? Mathison-At the end of this week we send our first data, they are looking at direct, indirect, and production. Blough-We have mechanic schedule right now. Mathison-I set out the definitions and guidance, Scott sat in but this was made for active component not guard. Scott-Define change in work condition, if someone filed a grievance-we're hanging in the wind. Mathison-This is nationally driven, we have no choice. We didn't change things, it just on computer now. Fountain- To recap, see how this affects the people and communicate. Most of the concern is information used by someone. All supervisors put out to everyone that this is not intended to be used for discipline. End State did not change just the form it is inputted. Explain to all employees and at letter 30 day / 90 day if more concerns come up, then we will address them.

6. **Next Meeting:** The scheduled Partnership Council Meetings for 2003 all beginning at **1000hrs** at **CSMS, Norman, OK** are as follows: 9 January; 3 April; 10 July; 2 October. Notice will be given should intermediate meeting(s) be necessary.

7. **Adjournment:** There being no further business, the meeting was adjourned.